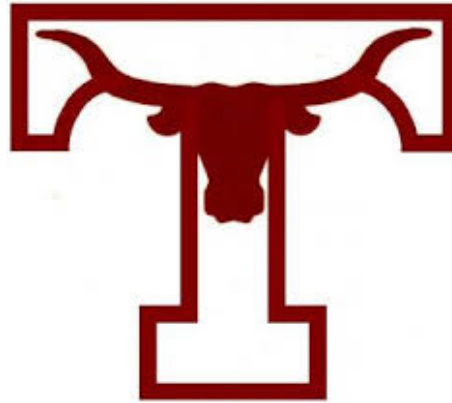


Tarkington Independent School District High School

2019-2020 Campus Improvement Plan



Mission Statement

Empowering students with skills to compete in an ever-evolving global community within a safe, supportive, and diverse learning environment.

Vision

To guide our students successfully both academically and socially through the 21st century.

Core Beliefs

- * Exhibit school pride
- * Fostering professional & personal growth
- * Believe in all students
- * Fairness, honesty and respect for all stakeholders
 - * Celebrate & support student success
 - * Promote rigorous and relevant instruction
 - * Expect high achievement for all
 - * Collaboration with all stakeholders
- * Consistent & equitable classroom management
- * Technological advancement and integration for all stakeholders
 - * Student-centric decision making
 - * Protection of instructional time

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Comprehensive Needs Assessment

Revised/Approved: October 7, 2019

Demographics

Demographics Summary

Tarkington High School is one of four campuses in Tarkington Independent School District. Tarkington High School serves 520 students in grades 9 to 12 as of 09/30/2019.

2.7% of THS students withdrew to attend home school in the 2018-2019 school year compared to 5.5% in the 2017-2018 school year.

The average daily student attendance rate rose to 96.1% in 2018-19.

2017 Graduation Rate 97.2%

2018 Home School Withdrawals

2017-2018 TAPR Data

Student	Percentage
African American	1.5%
White	88.1%
Hispanic	8.7%
American Indian	0.4%
Alaska Native	0.4%
Two or More Races	1%
At Risk	29.2%
Economically Disadvantaged	38.3%
Special Education	9.8%
English Language Learner	0.6%
Gifted & Talented	5.6%
Homeless	

Demographics Strengths

Strengths

- **Graduation rate**
- **The average daily student attendance rate rose to 96.1% in 2018-19.**
- **The student population is stable.**
- **The economically-disadvantaged student population numbers are stable.**

Problem Statements Identifying Demographics Needs

Problem Statement 1 (Prioritized): Improve student attendance rates to 96.2% **Root Cause:** Utilize the Capturing Kid's Hearts training to improve improved student- educator relationship building.

Problem Statement 2 (Prioritized): Improve student graduation and mobility rates. **Root Cause:** Utilize the Capturing Kid's Hearts training to improve improved student- educator relationship building.

Student Achievement

Student Achievement Summary

2019 Accountability Ratings Overall Summary
TARKINGTON H S (146907001) - TARKINGTON ISD

	Component Score	Scaled Score	Rating
Overall		89	B
Student Achievement		90	A
STAAR Performance	57	86	
College, Career and Military Readiness	66	92	
Graduation Rate	99	95	
School Progress		84	B
Academic Growth	63	70	C
Relative Performance (Eco Dis: 42.1%)	62	84	B
Closing the Gaps	86	86	B

Distinctions Earned 2018-2019

Tarkington High School

- 1. Academic Achievement in Social Studies**
- 2. Comparative Closing The Gaps**

Student Achievement Strengths

Strengths

- Graduation Rate scaled score improved from 90 in 2018 to 95 in 2019
- College, Career and Military Readiness scaled score improved from 75 in 2018 to 93 in 2019 due to improved coding
- STAAR Performance: Social Studies and Science
- State assessment scaled score improved from 83 in 2018 to 86 in 2019
- Academic Growth scaled score improved from 65 in 2018 to 70 in 2019
- Relative Performance scaled score improved from 72 in 2018 to 84 in 2019
- Closing Gaps scaled score improved from 75 in 2018 to 86 in 2019
- Met or exceeded state approaches level in Eng 1 and 2, Biology, and US History EOCs
- Met or exceeded state meets level in Eng 1 and 2, and US History EOCs
- Met or exceeded state masters level in US History EOCs

Problem Statements Identifying Student Achievement Needs

Problem Statement 1 (Prioritized): Maintain RTI Programs for all Students **Root Cause:** Improve academic performance of all students

Problem Statement 2 (Prioritized): Improve STAAR performance in ELA/Reading.

Problem Statement 3 (Prioritized): Improve STAAR performance in Math.

School Culture and Climate

School Culture and Climate Summary

THS actively provides culture and climate improvements through our Longhorn Parent Support Group established in 2014-15 and the Student Leadership Activity Council (SLAC). Additionally, the beliefs statement was collaboratively created by the staff to ensure a common approach to expected beliefs/ behaviors.

THS administrative staff has an open door policy for all students, staff, parents, and community members.

All THS staff members have been trained in Capturing Kid's Hearts.

School Culture and Climate Strengths

Ongoing activities are scheduled throughout the year to promote a positive culture and climate. Examples include Longhorn Parent Support Group and SLAC meetings, staff appreciation and recognition each six weeks, student honor rolls, attendance incentives, the annual Christmas staff get together, and pep rallies throughout the school year.

All THS staff members have been trained in Capturing Kid's Hearts.

Student clubs are added regularly as interest and/or need is identified.

Problem Statements Identifying School Culture and Climate Needs

Problem Statement 1 (Prioritized): Students and teachers feel safe at school. **Root Cause:** Nationwide increase in school safety issues.

Staff Quality, Recruitment, and Retention

Staff Quality, Recruitment, and Retention Summary

The most effective teachers at THS are used as mentors for all first year teachers and provided with clearly defined roles, responsibilities and resources to assist first year teachers in the district.

Professional development for employees at all levels is a high priority. Both online and face-to-face opportunities are utilized in order to maximize opportunities for training.

THS campus administrators attend at least 2 teacher job fairs per semester. The district provided a substantial pay raise for all employees for the 19-20 school year.

The average class size in 2018 was 17 students.

Teaching Staff	Percentage
White	93.5%
Hispanic	6.5%
Majority Years of Experience	11 or More

Staff Quality, Recruitment, and Retention Strengths

Strengths

- Data-driven decision making
- Collaborative decision making
- Increased teacher integration of technology in classrooms
- Professional development based on campus needs
- Continue to attend 2 job fairs each semester
- New teacher mentor program
- Secondary math teacher stipend
- Increased flexibility
- TISD pay raise
- Improved flexibility in the hiring process allows administrators to hire quickly.

Problem Statements Identifying Staff Quality, Recruitment, and Retention Needs

Problem Statement 1 (Prioritized): Increase the number of ESL certified teachers. **Root Cause:** District demographic changes have created the need.

Problem Statement 2 (Prioritized): Recruit and retain teachers in high need areas **Root Cause:** Texas teacher shortages have created the need.

Curriculum, Instruction, and Assessment

Curriculum, Instruction, and Assessment Summary

- Teachers continue to use the District adopted curriculum.
- The Fundamental Five lesson plan template is used throughout TISD.
- Teachers will continue to develop and post lesson plans that address student engagement and the rigor reflected in STAAR assessments.
- Teachers will continue to develop and give unit tests that reflect the state standards and STAAR assessment rigor using the district curriculum.
- Teachers utilize STAAR resources distributed on TEA's website and TEA-provided intervention for state assessments
- Career and Technology utilize curriculum provided by TEA.
- The CTE program has been updated and provides eight Programs of Study: Agriculture, Food and Natural Resources; Arts, Audio Video Technology & Communications; Business Management and Administration; Finance; Health Science; Hospitality & Tourism; Manufacturing; and Transportation, Distribution and Logistics.
- Our State Compensatory Program (SCE) consists of DAEP, credit recovery, pregnancy related services, intervention classes for students who have not passed EOC or grade 8 STAAR exams, and a personnel unit to oversee the credit recovery.
- Teachers utilize technology in their classes.
- All principals and teachers are trained in the Fundamental Five.
- All THS staff are trained in Capturing Kid's Hearts.
- Two instructional technology specialists are trained and facilitate all THS staff members with instructional technology needs.

Curriculum, Instruction, and Assessment Strengths

- Student achievement data is available through web-based programs and data is used by teachers to gauge students' needs and drive instruction.
- Progress monitoring is achieved through benchmarks, regularly scheduled unit assessments, curriculum corrals, and CCL meetings.
- Teachers participate in curriculum and instruction decision making through campus improvement meetings, curriculum corrals, and CCL meetings.
- THS teachers utilize Fundamental Five lesson plans.
- Parent conferences and training dates are built into the current 18-19 school calendar.
- The Lead4ward module is used within DMAC.
- Online professional development has been introduced and used at THS.
- Most classrooms have PC viewers.
- Most teachers have iPads for progress monitoring and for instructional use.
- All certified teachers have laptops.
- Six classrooms have interactive projectors and six additional interactive projectors will be installed during the Fall semester of 2018.
- Two instructional technology specialists are trained and facilitate all THS staff members with instructional technology needs.
- Administrators have been trained by John Wink.

Problem Statements Identifying Curriculum, Instruction, and Assessment Needs

Problem Statement 1 (Prioritized): Improve student performance and progress measures.

Parent and Community Engagement

Parent and Community Engagement Summary

Tarkington High School reaches parents and the community through multiple forms of media and works with community organizations to promote the well-being of

students and the community as a whole.

THS administrative staff has an open door policy for all students, staff, parents, and community members.

THS teachers are available to meet with or contact all parents.

Parent and Community Engagement Strengths

- THS supports programs that help our students with food and materials, through Mobile Market after Imelda, Brown Bag Buddies and the Christmas gift distribution.
- The Tarkington Student Foundation, Lions Club, Masonic Lodge, and Rotary Clubs continue to support our graduates with scholarships for postsecondary education or training.
- THS works with community organizations, such as the Rotary Club, to provide camps, and other opportunities for its students.
- Face-to-face parental involvement is encouraged through Longhorn Parent Support Group, awards programs, Open Houses, college nights, and other informational meetings.
- Communication to parents and the community is disseminated through the campus website, district newsletters, e-mails from teachers and administrators, Facebook, online surveys, School Messenger app, Remind, campus bulletins, and other print media sent home with students.
- A summer feeding program is available for THS students.
- An English to Spanish translation program is available at all campuses to provide materials in the parent's and student's home language.
- The School Messenger system is utilized to inform parents of emergencies and student attendance.
- Teachers utilize Happy Grams to send positive messages to students and parents.

Problem Statements Identifying Parent and Community Engagement Needs

Problem Statement 1 (Prioritized): Improve school to home communication. **Root Cause:** Continue to expand communication methods and continue to build family and community relationships.

School Context and Organization

School Context and Organization Summary

Protecting instruction time is a priority at THS. Every effort is made not to interrupt classes for any reason.

Incoming freshmen are invited to the annual Elective Fair in May of each year to see what THS offers and give them a head start to join the various clubs and organizations at THS.

The annual Fish Camp is held each year before school starts for all incoming freshmen. This allows students to locate their classes and lockers and get to know their teachers.

The expectations for high school are also discussed in a "What Not To Wear Fashion Show".

Tutorials are offered before and after school for all students.

After school EOC tutorials are offered for each EOC exam.

School safety is the number one priority at THS.

School Context and Organization Strengths

Strengths:

School safety drills and requirements are fulfilled and monitored for compliance.

Instruction time is protected and every effort is made not to interrupt classes unnecessarily.

Freshman students are given multiple opportunities to orient themselves with the campus.

Tutorials

Problem Statements Identifying School Context and Organization Needs

Problem Statement 1 (Prioritized): Improve safety for all students and teachers. **Root Cause:** Nationwide increase in school safety issues.

Technology

Technology Summary

Tarkington ISD is committed to improving the quality and value of education and understands the importance of technology integration in teaching and learning. Our focus is to provide students with educationally appropriate, accessible, high quality resources designed to facilitate and enhance learning and assist in developing students' higher order thinking skills.

In order to encourage teachers to integrate technology into their daily curriculum, our technology infrastructure, hardware and software needs to be able to support our increasing technological demands.

Online professional development is utilized at THS.

Campus technology specialists facilitate instructional technology use.

Students are provided school email accounts.

Student instructional materials are available online.

Technology Strengths

Technology strengths include:

- Online, readily accessible professional development is available and utilized by teachers and staff
- Google access and Google classroom usage has increased for students and teachers
- Technology programs are utilized in assessment and curriculum delivery
- Technology is used to enhance communication with parents, students, and community.
- Campus technology specialists facilitate instructional technology integration.
- Most classrooms have PC viewers.
- Most teachers have iPads for progress monitoring and for instructional use.
- All certified teachers have laptops.
- Six classrooms have interactive projectors and six additional interactive projectors will be installed during the Fall semester of 2018,

Problem Statements Identifying Technology Needs

Problem Statement 1 (Prioritized): Improve technology integration within quality instruction. **Root Cause:** Ensure that all teachers are fully trained and that all THS technology is being utilized.

Priority Problem Statements

Problem Statement 1: Improve student attendance rates to 96.2%

Root Cause 1: Utilize the Capturing Kid's Hearts training to improve improved student- educator relationship building.

Problem Statement 1 Areas: Demographics

Problem Statement 2: Improve STAAR performance in ELA/Reading.

Root Cause 2:

Problem Statement 2 Areas: Student Achievement

Problem Statement 3: Improve STAAR performance in Math.

Root Cause 3:

Problem Statement 3 Areas: Student Achievement

Problem Statement 4: Recruit and retain teachers in high need areas

Root Cause 4: Texas teacher shortages have created the need.

Problem Statement 4 Areas: Staff Quality, Recruitment, and Retention

Problem Statement 5: Improve student performance and progress measures.

Root Cause 5:

Problem Statement 5 Areas: Curriculum, Instruction, and Assessment

Problem Statement 6: Students and teachers feel safe at school.

Root Cause 6: Nationwide increase in school safety issues.

Problem Statement 6 Areas: School Culture and Climate

Problem Statement 7: Improve safety for all students and teachers.

Root Cause 7: Nationwide increase in school safety issues.

Problem Statement 7 Areas: School Context and Organization

Problem Statement 8: Increase the number of ESL certified teachers.

Root Cause 8: District demographic changes have created the need.

Problem Statement 8 Areas: Staff Quality, Recruitment, and Retention

Problem Statement 9: Improve school to home communication.

Root Cause 9: Continue to expand communication methods and continue to build family and community relationships.

Problem Statement 9 Areas: Parent and Community Engagement

Problem Statement 10: Improve technology integration within quality instruction.

Root Cause 10: Ensure that all teachers are fully trained and that all THS technology is being utilized.

Problem Statement 10 Areas: Technology

Problem Statement 11: Maintain RTI Programs for all Students

Root Cause 11: Improve academic performance of all students

Problem Statement 11 Areas: Student Achievement

Problem Statement 12: Improve student graduation and mobility rates.

Root Cause 12: Utilize the Capturing Kid's Hearts training to improve improved student- educator relationship building.

Problem Statement 12 Areas: Demographics

Comprehensive Needs Assessment Data Documentation

The following data were used to verify the comprehensive needs assessment analysis:

Improvement Planning Data

- District goals
- State and federal planning requirements

Accountability Data

- Texas Academic Performance Report (TAPR) data
- Student Achievement Domain
- Student Progress Domain
- Closing the Gaps Domain
- Accountability Distinction Designations
- Federal Report Card Data

Student Data: Assessments

- State and federally required assessment information (e.g. curriculum, eligibility, format, standards, accommodations, TEA information)
- State of Texas Assessments of Academic Readiness (STAAR) current and longitudinal results, including all versions
- STAAR End-of-Course current and longitudinal results, including all versions
- STAAR released test questions
- Texas Primary Reading Inventory (TPRI), Tejas LEE, or other alternate early reading assessment results
- Postsecondary college, career or military-ready graduates including enlisting in U. S. armed services, earning an industry based certification, earning an associate degree, graduating with completed IEP and workforce readiness
- Advanced Placement (AP) and/or International Baccalaureate (IB) assessment data
- SAT and/or ACT assessment data
- PSAT and/or ASPIRE
- Student Success Initiative (SSI) data for Grades 5 and 8
- SSI: Istation Indicators of Progress (ISIP) accelerated reading assessment data for Grades 3-5 (TEA approved statewide license)
- SSI: Think Through Math assessment data for Grades 3-8 and Algebra I (TEA approved statewide license)
- Student failure and/or retention rates
- Local benchmark or common assessments data
- Running Records results
- Observation Survey results
- Grades that measure student performance based on the TEKS

Student Data: Student Groups

- Race and ethnicity data, including number of students, academic achievement, discipline, attendance, and rates of progress between groups
- Special programs data, including number of students, academic achievement, discipline, attendance, and rates of progress for each student group
- Economically disadvantaged / Non-economically disadvantaged performance and participation data
- Special education/non-special education population including discipline, progress and participation data
- At-risk/non-at-risk population including performance, progress, discipline, attendance, and mobility data

- Dyslexia data
- Dual-credit and/or college prep course completion data

Student Data: Behavior and Other Indicators

- Completion rates and/or graduation rates data
- Annual dropout rate data
- Attendance data
- Mobility rate, including longitudinal data
- Discipline records
- Violence and/or violence prevention records
- Tobacco, alcohol, and other drug-use data
- Student surveys and/or other feedback
- School safety data
- Enrollment trends

Employee Data

- Professional learning communities (PLC) data
- Staff surveys and/or other feedback
- State certified and high quality staff data
- Campus leadership data
- Campus department and/or faculty meeting discussions and data
- Professional development needs assessment data
- Evaluation(s) of professional development implementation and impact
- TTESS data

Parent/Community Data

- Parent surveys and/or other feedback
- Parent engagement rate
- Community surveys and/or other feedback

Support Systems and Other Data

- Organizational structure data
- Processes and procedures for teaching and learning, including program implementation
- Communications data
- Capacity and resources data
- Budgets/entitlements and expenditures data
- Study of best practices

Goals

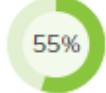



Revised/Approved: October 7, 2019









Goal 1: Provide a safe, positive and orderly environment throughout the district for students, staff, parents and patrons of the Tarkington ISD.









Performance Objective 1: All students will be educated in safe learning environments that are and remain conducive to learning.









Evaluation Data Sources: Discipline Report
Safe Schools Report
Safety Reports











Summative Evaluation: Significant progress made toward meeting Objective










Strategy 1 Details	Reviews			
Strategy 1: Emergency Management - Continue to provide all stakeholders with training and practice on emergency preparedness. Continue to perform practice drills, tabletop scenarios and make modifications based on student and staff safety. needs. Campus evacuation routes and emergency procedures are posted in each classroom, exits and office areas. Strategy's Expected Result/Impact: Safer campus for all and increased preparedness Monitor: Assistant Principal/Principal TEA Priorities: Recruit, support, retain teachers and principals - ESF Levers: Lever 1: Strong School Leadership and Planning, Lever 2: Effective, Well-Supported Teachers, Lever 3: Positive School Culture Problem Statements: School Culture and Climate 1 - School Context and Organization 1 Funding Sources: - District Budget	Formative			Summative
	Nov	Jan	Mar	June
				


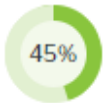





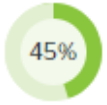

Strategy 2 Details		Reviews			
Strategy 2: Continue to utilize a school resource officer for assistance with criminal incidents and document the incidents accordingly. The SRO will continue to follow a daily monitoring schedule and improve visibility in the hallways between classes. Strategy's Expected Result/Impact: Safer campus for all and decrease in discipline referrals and criminal activity/charges. Monitor: Principal / Assistant Principal TEA Priorities: Recruit, support, retain teachers and principals - ESF Levers: Lever 1: Strong School Leadership and Planning, Lever 2: Effective, Well-Supported Teachers, Lever 3: Positive School Culture Problem Statements: School Culture and Climate 1 - School Context and Organization 1 Funding Sources: - District Budget		Formative			Summative
		Nov	Jan	Mar	June
					
Strategy 3 Details		Reviews			
Strategy 3: Continue to utilize detection canine dogs to seek out illegal substances and/or paraphernalia as outlined in TISD policy. Strategy's Expected Result/Impact: Safer campus for all and reduced confiscation of contraband and fewer student disciplinary referrals Monitor: Assistant Principal/SRO TEA Priorities: Recruit, support, retain teachers and principals - ESF Levers: Lever 1: Strong School Leadership and Planning, Lever 2: Effective, Well-Supported Teachers, Lever 3: Positive School Culture Problem Statements: School Culture and Climate 1 - School Context and Organization 1 Funding Sources: - District Budget		Formative			Summative
		Nov	Jan	Mar	June
					

Strategy 4 Details		Reviews			
Strategy 4: Increase staff duty stations. Monitor attendance and visibility in building before and after school, between classes and in parking lot. Strategy's Expected Result/Impact: Safer campus for all and fewer student disciplinary referrals Monitor: Principal / Assistant Principal TEA Priorities: Recruit, support, retain teachers and principals - ESF Levers: Lever 1: Strong School Leadership and Planning, Lever 2: Effective, Well-Supported Teachers, Lever 3: Positive School Culture Problem Statements: School Culture and Climate 1 - School Context and Organization 1 Funding Sources: - District Budget		Formative			Summative
		Nov	Jan	Mar	June
					
Strategy 5 Details		Reviews			
Strategy 5: Perform safety drills before school, during lunch, and during transition times between classes. Strategy's Expected Result/Impact: Safer campus for all and increase preparedness Monitor: Administration, Teachers, Staff TEA Priorities: Recruit, support, retain teachers and principals - ESF Levers: Lever 1: Strong School Leadership and Planning, Lever 2: Effective, Well-Supported Teachers, Lever 3: Positive School Culture Problem Statements: School Culture and Climate 1 - School Context and Organization 1 Funding Sources: - District Budget		Formative			Summative
		Nov	Jan	Mar	June
					

Strategy 6 Details	Reviews			
<p>Strategy 6: Continue to maintain an anonymous tip line for students, staff, and parents to report issues. Maintain a safety button and video camera at the door entering the THS office. Campus personnel will continue to follow established safety procedures, which include visitor identification, sign-in procedures, limited building access for visitors, limited access to teachers classrooms, and identification of district and campus personnel.</p> <p>Strategy's Expected Result/Impact: Safer campus for all and reduced number of student incidents.</p> <p>Monitor: Principal, Assistant Principal</p> <p>TEA Priorities: Recruit, support, retain teachers and principals</p> <p>- ESF Levers: Lever 1: Strong School Leadership and Planning, Lever 2: Effective, Well-Supported Teachers, Lever 3: Positive School Culture</p> <p>Problem Statements: School Culture and Climate 1 - School Context and Organization 1</p> <p>Funding Sources: - District Budget</p>	Formative			Summative
	Nov	Jan	Mar	June
				
Strategy 7 Details	Reviews			
<p>Strategy 7: Improve gym locks</p> <p>Strategy's Expected Result/Impact: Safer campus for all, increase preparedness, and increased security measure.</p> <p>Monitor: Asst. Principal, Maintenance</p> <p>TEA Priorities: Recruit, support, retain teachers and principals</p> <p>- ESF Levers: Lever 1: Strong School Leadership and Planning, Lever 2: Effective, Well-Supported Teachers, Lever 3: Positive School Culture</p> <p>Problem Statements: School Culture and Climate 1 - School Context and Organization 1</p> <p>Funding Sources: - District Budget</p>	Formative			Summative
	Nov	Jan	Mar	June
				

Strategy 8 Details	Reviews			
Strategy 8: Provide fire extinguisher training. Strategy's Expected Result/Impact: Safer campus for all and increase preparedness Monitor: Principal, Maintenance TEA Priorities: Recruit, support, retain teachers and principals - ESF Levers: Lever 1: Strong School Leadership and Planning, Lever 2: Effective, Well-Supported Teachers, Lever 3: Positive School Culture Problem Statements: School Culture and Climate 1 - School Context and Organization 1 Funding Sources: - District Budget	Formative			Summative
	Nov	Jan	Mar	June
				
Strategy 9 Details	Reviews			
Strategy 9: Add a gate at the end of the road nearest the ag shop during school hours. Strategy's Expected Result/Impact: Safer campus for all, increase preparedness, and increased security measure. Monitor: Principal / Assistant Principal TEA Priorities: Recruit, support, retain teachers and principals - ESF Levers: Lever 1: Strong School Leadership and Planning, Lever 2: Effective, Well-Supported Teachers, Lever 3: Positive School Culture Problem Statements: School Culture and Climate 1 - School Context and Organization 1 Funding Sources: - District Budget	Formative			Summative
	Nov	Jan	Mar	June
				
Strategy 10 Details	Reviews			
Strategy 10: Add additional cameras at THS and maintain the cameras already installed. Strategy's Expected Result/Impact: Safer campus for all and increase preparedness Monitor: Principal, Asst. Principal TEA Priorities: Recruit, support, retain teachers and principals - ESF Levers: Lever 1: Strong School Leadership and Planning, Lever 2: Effective, Well-Supported Teachers, Lever 3: Positive School Culture Problem Statements: School Culture and Climate 1 - School Context and Organization 1 Funding Sources: - District Budget	Formative			Summative
	Nov	Jan	Mar	June
				

Strategy 11 Details	Reviews			
Strategy 11: Place barriers in the front of the school to stop a car from driving into the building. Strategy's Expected Result/Impact: Safer campus for all, increase preparedness, and increased security measure. Monitor: Principal, Asst. Principal TEA Priorities: Recruit, support, retain teachers and principals - ESF Levers: Lever 1: Strong School Leadership and Planning, Lever 2: Effective, Well-Supported Teachers, Lever 3: Positive School Culture Problem Statements: School Culture and Climate 1 - School Context and Organization 1 Funding Sources: - District Budget	Formative			Summative
	Nov	Jan	Mar	June
	N/A			
Strategy 12 Details	Reviews			
Strategy 12: Paint arrows in the Student Parking lot to control traffic and stagger curb stops Strategy's Expected Result/Impact: To reduce traffic flow confusion and improve campus safety for all. Monitor: Principal, Asst. Principal TEA Priorities: Recruit, support, retain teachers and principals - ESF Levers: Lever 1: Strong School Leadership and Planning, Lever 2: Effective, Well-Supported Teachers, Lever 3: Positive School Culture Problem Statements: School Culture and Climate 1 - School Context and Organization 1 Funding Sources: - District Budget	Formative			Summative
	Nov	Jan	Mar	June
	N/A			
Strategy 13 Details	Reviews			
Strategy 13: Encourage parent volunteers to monitor the campus before and after school. Strategy's Expected Result/Impact: Safer campus for all, increase preparedness, and improved parent family engagement. Monitor: Principal, Asst. Principal TEA Priorities: Recruit, support, retain teachers and principals - ESF Levers: Lever 1: Strong School Leadership and Planning, Lever 2: Effective, Well-Supported Teachers, Lever 3: Positive School Culture Problem Statements: School Culture and Climate 1 - Parent and Community Engagement 1 - School Context and Organization 1 Funding Sources: - District Budget	Formative			Summative
	Nov	Jan	Mar	June
	N/A			

Strategy 14 Details	Reviews			
Strategy 14: Add mirrors for hallway corners. Strategy's Expected Result/Impact: Safer campus for all, increase preparedness, and increased security measure. Monitor: Principal, Assistant Principal TEA Priorities: Recruit, support, retain teachers and principals, Connect high school to career and college - ESF Levers: Lever 1: Strong School Leadership and Planning, Lever 2: Effective, Well-Supported Teachers, Lever 3: Positive School Culture, Lever 4: High-Quality Curriculum, Lever 5: Effective Instruction Problem Statements: School Culture and Climate 1 - School Context and Organization 1 Funding Sources: - District Budget	Formative			Summative
	Nov	Jan	Mar	June
	N/A			
Strategy 15 Details	Reviews			
Strategy 15: Paint both curb sides red in front of the school to stop parking in this area and allow room for emergency vehicles. Strategy's Expected Result/Impact: Safer campus for all, increase preparedness, and increased security measure. Monitor: Principal, Assistant Principal TEA Priorities: Recruit, support, retain teachers and principals, Build a foundation of reading and math - ESF Levers: Lever 1: Strong School Leadership and Planning, Lever 2: Effective, Well-Supported Teachers, Lever 3: Positive School Culture, Lever 4: High-Quality Curriculum, Lever 5: Effective Instruction Problem Statements: School Culture and Climate 1 - School Context and Organization 1 Funding Sources: - District Budget	Formative			Summative
	Nov	Jan	Mar	June
	N/A			
Strategy 16 Details	Reviews			
Strategy 16: Add a sign reminding drivers to buckle up at the student parking lot exit. Strategy's Expected Result/Impact: Safer campus for all, increase preparedness, and increased security measure. Monitor: Principal, Assistant Principal TEA Priorities: Recruit, support, retain teachers and principals - ESF Levers: Lever 1: Strong School Leadership and Planning, Lever 3: Positive School Culture Problem Statements: School Context and Organization 1 Funding Sources: - District Budget	Formative			Summative
	Nov	Jan	Mar	June
	N/A			



No Progress



Accomplished



Continue/Modify



Discontinue









Performance Objective 1 Problem Statements:













School Culture and Climate	
Problem Statement 1: Students and teachers feel safe at school.	Root Cause: Nationwide increase in school safety issues.
Parent and Community Engagement	
Problem Statement 1: Improve school to home communication.	Root Cause: Continue to expand communication methods and continue to build family and community relationships.
School Context and Organization	
Problem Statement 1: Improve safety for all students and teachers.	Root Cause: Nationwide increase in school safety issues.

Goal 1: Provide a safe, positive and orderly environment throughout the district for students, staff, parents and patrons of the Tarkington ISD.

Performance Objective 2: Implement crisis management efforts

Summative Evaluation: Significant progress made toward meeting Objective

Strategy 1 Details	Reviews			
Strategy 1: SRO follows a daily monitoring schedule and coordinates emergency management notifications Strategy's Expected Result/Impact: SRO to build relationships with students & teachers, improve campus safety for all Monitor: Principal, Assistant Principal TEA Priorities: Recruit, support, retain teachers and principals - ESF Levers: Lever 1: Strong School Leadership and Planning, Lever 2: Effective, Well-Supported Teachers, Lever 3: Positive School Culture Problem Statements: School Culture and Climate 1 - School Context and Organization 1 Funding Sources: - District Budget	Formative			Summative
	Nov	Jan	Mar	June
				
Strategy 2 Details	Reviews			
Strategy 2: Train Administration and Crisis Management Team in NIMS (National Incident Management Services) Strategy's Expected Result/Impact: Improve campus safety for all and increase preparedness Monitor: Principal, Assistant Principal TEA Priorities: Recruit, support, retain teachers and principals - ESF Levers: Lever 1: Strong School Leadership and Planning, Lever 2: Effective, Well-Supported Teachers, Lever 3: Positive School Culture Problem Statements: School Culture and Climate 1 - School Context and Organization 1 Funding Sources: - District Budget	Formative			Summative
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Strategy 3 Details	Reviews			
Strategy 3: Train core team in CPI Strategy's Expected Result/Impact: Improve campus safety for all Monitor: Principal, Assistant Principal TEA Priorities: Recruit, support, retain teachers and principals - ESF Levers: Lever 1: Strong School Leadership and Planning, Lever 2: Effective, Well-Supported Teachers, Lever 3: Positive School Culture Problem Statements: School Culture and Climate 1 - School Context and Organization 1 Funding Sources: - District Budget	Formative			Summative
	Nov	Jan	Mar	June
				
Strategy 4 Details	Reviews			
Strategy 4: All classrooms utilize Bearicade door device. Strategy's Expected Result/Impact: Improve campus safety for all and increase preparedness Monitor: Principal, Assistant Principal TEA Priorities: Recruit, support, retain teachers and principals - ESF Levers: Lever 1: Strong School Leadership and Planning, Lever 2: Effective, Well-Supported Teachers, Lever 3: Positive School Culture Problem Statements: School Culture and Climate 1 - School Context and Organization 1 Funding Sources: - District Budget	Formative			Summative
	Nov	Jan	Mar	June
				
Strategy 5 Details	Reviews			
Strategy 5: Perform safety drills before school, during lunch, and during transition times between classes. Strategy's Expected Result/Impact: Improve campus safety for all Monitor: Administration, Teachers, Staff TEA Priorities: Recruit, support, retain teachers and principals - ESF Levers: Lever 1: Strong School Leadership and Planning, Lever 2: Effective, Well-Supported Teachers, Lever 3: Positive School Culture, Lever 4: High-Quality Curriculum, Lever 5: Effective Instruction Problem Statements: School Culture and Climate 1 - School Context and Organization 1 Funding Sources: - District Budget	Formative			Summative
	Nov	Jan	Mar	June
				



No Progress



Accomplished



Continue/Modify



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Performance Objective 2 Problem Statements:

School Culture and Climate

Problem Statement 1: Students and teachers feel safe at school. **Root Cause:** Nationwide increase in school safety issues.











School Context and Organization

Problem Statement 1: Improve safety for all students and teachers. **Root Cause:** Nationwide increase in school safety issues.

Goal 1: Provide a safe, positive and orderly environment throughout the district for students, staff, parents and patrons of the Tarkington ISD.

Performance Objective 3: Improve health and wellness of students and staff

Summative Evaluation: Met Objective

Strategy 1 Details	Reviews			
Strategy 1: Offer flu and hepatitis shots for staff Strategy's Expected Result/Impact: Decrease in time lost due to teachers being out sick. Improve campus safety for all and increase preparedness Monitor: District Nurse TEA Priorities: Recruit, support, retain teachers and principals - ESF Levers: Lever 1: Strong School Leadership and Planning, Lever 2: Effective, Well-Supported Teachers, Lever 3: Positive School Culture Problem Statements: School Culture and Climate 1 - Staff Quality, Recruitment, and Retention 2 - School Context and Organization 1 Funding Sources: - District Budget	Formative			Summative
	Nov	Jan	Mar	June
				
Strategy 2 Details	Reviews			
Strategy 2: Provide drug, tobacco, and vaping awareness programs to all students. Strategy's Expected Result/Impact: Improve campus safety and health for all. Monitor: Principal, Assistant Principal TEA Priorities: Recruit, support, retain teachers and principals - ESF Levers: Lever 1: Strong School Leadership and Planning, Lever 2: Effective, Well-Supported Teachers, Lever 3: Positive School Culture Problem Statements: School Culture and Climate 1 - School Context and Organization 1 Funding Sources: - District Budget	Formative			Summative
	Nov	Jan	Mar	June
				
<div>  No Progress  Accomplished  Continue/Modify  Discontinue </div>				





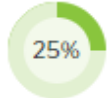



Performance Objective 3 Problem Statements:




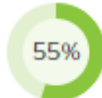


School Culture and Climate
Problem Statement 1: Students and teachers feel safe at school. Root Cause: Nationwide increase in school safety issues.
Staff Quality, Recruitment, and Retention
Problem Statement 2: Recruit and retain teachers in high need areas Root Cause: Texas teacher shortages have created the need.
School Context and Organization
Problem Statement 1: Improve safety for all students and teachers. Root Cause: Nationwide increase in school safety issues.













Goal 2: Prepare students for a productive future by providing instructional programs relevant to their needs, interest, aptitudes and societal trends. (Correlates with School Board Goal 1)

Performance Objective 1: All students graduate from high school.

Summative Evaluation: Met Objective

Strategy 1 Details	Reviews			
Strategy 1: Personal Graduation Plans will be developed/monitored for all students. Strategy's Expected Result/Impact: Improved graduation rates, campus coding, and student success Monitor: Counselors/Principal TEA Priorities: Recruit, support, retain teachers and principals, Build a foundation of reading and math, Connect high school to career and college - ESF Levers: Lever 1: Strong School Leadership and Planning, Lever 2: Effective, Well-Supported Teachers, Lever 3: Positive School Culture, Lever 4: High-Quality Curriculum, Lever 5: Effective Instruction Problem Statements: Demographics 1, 2 - Student Achievement 2, 3 - Curriculum, Instruction, and Assessment 1 Funding Sources: - District Budget	Formative			Summative
	Nov	Jan	Mar	June
				
Strategy 2 Details	Reviews			
Strategy 2: Summer School and Credit Recovery are offered to ensure on time graduation for all students. Strategy's Expected Result/Impact: Improved graduation rates and student success Monitor: Counselor, Principal TEA Priorities: Recruit, support, retain teachers and principals, Build a foundation of reading and math, Connect high school to career and college - ESF Levers: Lever 1: Strong School Leadership and Planning, Lever 2: Effective, Well-Supported Teachers, Lever 3: Positive School Culture, Lever 4: High-Quality Curriculum, Lever 5: Effective Instruction Problem Statements: Demographics 1, 2 - Student Achievement 2, 3 - Curriculum, Instruction, and Assessment 1 Funding Sources: - District Budget	Formative			Summative
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Strategy 3 Details		Reviews			
Strategy 3: Students who have not passed sections of the STARR EOC will be identified and placed in RTI classes for intervention. Strategy's Expected Result/Impact: Improved graduation rates, EOC scores, and student success Monitor: Counselors, Department Leaders TEA Priorities: Recruit, support, retain teachers and principals, Build a foundation of reading and math - ESF Levers: Lever 1: Strong School Leadership and Planning, Lever 2: Effective, Well-Supported Teachers, Lever 3: Positive School Culture, Lever 4: High-Quality Curriculum, Lever 5: Effective Instruction Problem Statements: Demographics 2 - Student Achievement 1, 2, 3 - Curriculum, Instruction, and Assessment 1 - Technology 1 Funding Sources: - District Budget		Formative			Summative
		Nov	Jan	Mar	June
					
Strategy 4 Details		Reviews			
Strategy 4: Implementation of HB 5 Strategy's Expected Result/Impact: Improved graduation rates, student certification achievement, college and career ready graduates, and student success Monitor: Principal, Counselors TEA Priorities: Recruit, support, retain teachers and principals, Build a foundation of reading and math, Connect high school to career and college - ESF Levers: Lever 1: Strong School Leadership and Planning, Lever 2: Effective, Well-Supported Teachers, Lever 3: Positive School Culture, Lever 4: High-Quality Curriculum, Lever 5: Effective Instruction Problem Statements: Demographics 2 - Curriculum, Instruction, and Assessment 1 Funding Sources: - District Budget		Formative			Summative
		Nov	Jan	Mar	June
					

Strategy 5 Details	Reviews			
Strategy 5: Counselor and nurse will meet with and provide information and services to our parenting students. Strategy's Expected Result/Impact: Improved graduation rates and student success Monitor: Counselor, Nurse TEA Priorities: Connect high school to career and college - ESF Levers: Lever 1: Strong School Leadership and Planning, Lever 2: Effective, Well-Supported Teachers, Lever 3: Positive School Culture, Lever 4: High-Quality Curriculum, Lever 5: Effective Instruction Problem Statements: Demographics 1, 2 - Student Achievement 2, 3 - Curriculum, Instruction, and Assessment 1 Funding Sources: - District Budget	Formative			Summative
	Nov	Jan	Mar	June
				
Strategy 6 Details	Reviews			
Strategy 6: Provide individual personal graduation plan counseling for grade 8 students. Strategy's Expected Result/Impact: Improved graduation rates, campus coding, and student success Monitor: Counselors, Principal TEA Priorities: Recruit, support, retain teachers and principals, Build a foundation of reading and math, Connect high school to career and college - ESF Levers: Lever 1: Strong School Leadership and Planning, Lever 2: Effective, Well-Supported Teachers, Lever 3: Positive School Culture, Lever 4: High-Quality Curriculum, Lever 5: Effective Instruction Problem Statements: Demographics 1 - Student Achievement 2, 3 - Curriculum, Instruction, and Assessment 1 - Parent and Community Engagement 1	Formative			Summative
	Nov	Jan	Mar	June
				
<div>  No Progress  Accomplished  Continue/Modify  Discontinue </div>				

Performance Objective 1 Problem Statements:








Demographics
Problem Statement 1: Improve student attendance rates to 96.2% Root Cause: Utilize the Capturing Kid's Hearts training to improve improved student- educator relationship building.
Problem Statement 2: Improve student graduation and mobility rates. Root Cause: Utilize the Capturing Kid's Hearts training to improve improved student- educator relationship building.








Student Achievement
Problem Statement 1: Maintain RTI Programs for all Students Root Cause: Improve academic performance of all students Problem Statement 2: Improve STAAR performance in ELA/Reading. Problem Statement 3: Improve STAAR performance in Math.
Curriculum, Instruction, and Assessment
Problem Statement 1: Improve student performance and progress measures.
Parent and Community Engagement
Problem Statement 1: Improve school to home communication. Root Cause: Continue to expand communication methods and continue to build family and community relationships.
Technology
Problem Statement 1: Improve technology integration within quality instruction. Root Cause: Ensure that all teachers are fully trained and that all THS technology is being utilized.








Goal 2: Prepare students for a productive future by providing instructional programs relevant to their needs, interest, aptitudes and societal trends. (Correlates with School Board Goal 1)

Performance Objective 2: Provide accelerated instruction to students at-risk of not graduating.

Summative Evaluation: Significant progress made toward meeting Objective

Strategy 1 Details	Reviews			
Strategy 1: Students in danger of failing STARR EOC are given additional intervention through RTI prior to STARR EOC test Strategy's Expected Result/Impact: Improved student success and graduation rates Monitor: Counselors, Principal, Department Leaders TEA Priorities: Recruit, support, retain teachers and principals, Build a foundation of reading and math - ESF Levers: Lever 1: Strong School Leadership and Planning, Lever 2: Effective, Well-Supported Teachers, Lever 3: Positive School Culture, Lever 4: High-Quality Curriculum, Lever 5: Effective Instruction Problem Statements: Demographics 2 - Student Achievement 1, 2, 3 - Curriculum, Instruction, and Assessment 1 Funding Sources: - District Budget	Formative			Summative
	Nov	Jan	Mar	June
				
Strategy 2 Details	Reviews			
Strategy 2: Review/Audit accelerated instruction programs. Strategy's Expected Result/Impact: Improved student success and graduation rates Monitor: Instructional Team, Counselors, Administration TEA Priorities: Recruit, support, retain teachers and principals, Build a foundation of reading and math, Connect high school to career and college - ESF Levers: Lever 1: Strong School Leadership and Planning, Lever 2: Effective, Well-Supported Teachers, Lever 3: Positive School Culture, Lever 4: High-Quality Curriculum, Lever 5: Effective Instruction Problem Statements: Demographics 2 - Student Achievement 1, 2, 3 - Curriculum, Instruction, and Assessment 1 Funding Sources: - District Budget	Formative			Summative
	Nov	Jan	Mar	June
				

Strategy 3 Details	Reviews			
Strategy 3: After school EOC tutorials Strategy's Expected Result/Impact: Improved student success and graduation rates Monitor: Department Leaders TEA Priorities: Recruit, support, retain teachers and principals, Build a foundation of reading and math, Connect high school to career and college, Improve low-performing schools - ESF Levers: Lever 1: Strong School Leadership and Planning, Lever 2: Effective, Well-Supported Teachers, Lever 3: Positive School Culture, Lever 4: High-Quality Curriculum, Lever 5: Effective Instruction Problem Statements: Demographics 2 - Student Achievement 1, 2, 3 - Curriculum, Instruction, and Assessment 1 Funding Sources: - District Budget	Formative			Summative
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Strategy 4 Details	Reviews			
Strategy 4: Provide intensified RTI Tier 2 remediation Strategy's Expected Result/Impact: Reduction in achievement gaps, increase in student progress, improved student success, and graduation rates Monitor: Principal, Assistant Principal, Teachers, Counselors TEA Priorities: Recruit, support, retain teachers and principals, Build a foundation of reading and math, Connect high school to career and college, Improve low-performing schools - ESF Levers: Lever 1: Strong School Leadership and Planning, Lever 2: Effective, Well-Supported Teachers, Lever 3: Positive School Culture, Lever 4: High-Quality Curriculum, Lever 5: Effective Instruction Problem Statements: Demographics 2 - Student Achievement 1, 2, 3 - Curriculum, Instruction, and Assessment 1 Funding Sources: - District Budget	Formative			Summative
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Strategy 5 Details		Reviews			
Strategy 5: Provide EOC masters level tutorials Strategy's Expected Result/Impact: Improved student success and graduation rates Monitor: Teachers TEA Priorities: Build a foundation of reading and math, Connect high school to career and college, Improve low-performing schools - ESF Levers: Lever 1: Strong School Leadership and Planning, Lever 2: Effective, Well-Supported Teachers, Lever 3: Positive School Culture, Lever 4: High-Quality Curriculum, Lever 5: Effective Instruction Problem Statements: Demographics 2 - Student Achievement 1, 2, 3 - Curriculum, Instruction, and Assessment 1 Funding Sources: - District Budget		Formative			Summative
		Nov	Jan	Mar	June
					
<div>  No Progress  Accomplished  Continue/Modify  Discontinue </div>					









Performance Objective 2 Problem Statements:













Demographics
Problem Statement 2: Improve student graduation and mobility rates. Root Cause: Utilize the Capturing Kid's Hearts training to improve improved student- educator relationship building.
Student Achievement
Problem Statement 1: Maintain RTI Programs for all Students Root Cause: Improve academic performance of all students
Problem Statement 2: Improve STAAR performance in ELA/Reading.
Problem Statement 3: Improve STAAR performance in Math.
Curriculum, Instruction, and Assessment
Problem Statement 1: Improve student performance and progress measures.









Goal 2: Prepare students for a productive future by providing instructional programs relevant to their needs, interest, aptitudes and societal trends. (Correlates with School Board Goal 1)









Performance Objective 3: Provide career and guidance counseling to secondary students, assisting them with post-secondary preparation including college application assistance and financial aid information.









Summative Evaluation: Met Objective













Strategy 1 Details	Reviews			
Strategy 1: Provide information regarding higher education admissions opportunities and the Texas Grant Program to students and parents. Strategy's Expected Result/Impact: Improved student success, graduation rates, and college and career ready graduates Monitor: Principals, Counselors, Teachers TEA Priorities: Build a foundation of reading and math, Connect high school to career and college - ESF Levers: Lever 1: Strong School Leadership and Planning, Lever 4: High-Quality Curriculum Problem Statements: Demographics 2 - Curriculum, Instruction, and Assessment 1 Funding Sources: - District Budget	Formative			Summative
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Strategy 2 Details	Reviews			
Strategy 2: Tarkington High School will promote "Generation TX" to encourage students to begin thinking about college. Strategy's Expected Result/Impact: Improved student success, graduation rates, and college and career ready graduates Monitor: Principal, Counselors, Teachers TEA Priorities: Connect high school to career and college - ESF Levers: Lever 1: Strong School Leadership and Planning, Lever 3: Positive School Culture Problem Statements: Demographics 2 - Curriculum, Instruction, and Assessment 1 Funding Sources: - District Budget	Formative			Summative
	Nov	Jan	Mar	June
				

Strategy 3 Details	Reviews			
Strategy 3: Tarkington High School will educate students/parents about the Tarkington Student Foundation to promote the idea that any Tarkington High School graduate who attends post-secondary education will receive a scholarship. Strategy's Expected Result/Impact: Improved student success, graduation rates, and graduates who attend post secondary institutions Monitor: Foundation Board of Directors, Principal TEA Priorities: Connect high school to career and college - ESF Levers: Lever 3: Positive School Culture Problem Statements: Demographics 2 - Parent and Community Engagement 1	Formative			Summative
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Strategy 4 Details	Reviews			
Strategy 4: Tarkington High School works in conjunction with a LoneStar Kingwood College adviser for student admissions and financial aid advice Strategy's Expected Result/Impact: Improved student success, graduation rates, and college and career ready graduates Monitor: Counselors TEA Priorities: Connect high school to career and college - ESF Levers: Lever 1: Strong School Leadership and Planning, Lever 3: Positive School Culture, Lever 4: High-Quality Curriculum Problem Statements: Demographics 2 - Student Achievement 2, 3 - Curriculum, Instruction, and Assessment 1 Funding Sources: - District Budget	Formative			Summative
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Strategy 5 Details	Reviews			
Strategy 5: Tarkington High School seniors will attend College Fair at Dayton High School. The Drama department will attend a college fair at Rice University College for the Performing Arts. Members of the military will speak to all seniors. Strategy's Expected Result/Impact: Improved student success, graduation rates, and college and career ready graduates Monitor: Counselors TEA Priorities: Connect high school to career and college - ESF Levers: Lever 1: Strong School Leadership and Planning, Lever 3: Positive School Culture Problem Statements: Demographics 2 - Curriculum, Instruction, and Assessment 1 Funding Sources: - District Budget	Formative			Summative
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Strategy 6 Details	Reviews			
Strategy 6: Administer TSIA, ASVAB, PSAT, ACT, and AP exams at THS. Strategy's Expected Result/Impact: Improved student success, graduation rates, and college and career ready graduates Monitor: Counselors TEA Priorities: Build a foundation of reading and math, Connect high school to career and college - ESF Levers: Lever 1: Strong School Leadership and Planning, Lever 2: Effective, Well-Supported Teachers, Lever 3: Positive School Culture, Lever 4: High-Quality Curriculum, Lever 5: Effective Instruction Problem Statements: Demographics 2 - Curriculum, Instruction, and Assessment 1 Funding Sources: - District Budget	Formative			Summative
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Strategy 7 Details	Reviews			
Strategy 7: Professional Development for counseling staff in college and career advising. Strategy's Expected Result/Impact: Improved student success, graduation rates, and college and career ready graduates Monitor: Principal TEA Priorities: Build a foundation of reading and math, Connect high school to career and college - ESF Levers: Lever 1: Strong School Leadership and Planning, Lever 2: Effective, Well-Supported Teachers, Lever 3: Positive School Culture, Lever 4: High-Quality Curriculum, Lever 5: Effective Instruction Problem Statements: Demographics 2 - Student Achievement 1, 2, 3 - Staff Quality, Recruitment, and Retention 1 - Curriculum, Instruction, and Assessment 1 - Parent and Community Engagement 1 - Technology 1 Funding Sources: - District Budget	Formative			Summative
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Strategy 8 Details		Reviews			
Strategy 8: Provide PSAT/SAT/ACT boot camps to help students become familiar with the PSAT/SAT/ACT test Strategy's Expected Result/Impact: Improved student success, graduation rates, and college and career ready graduates Monitor: Principal, Counselor TEA Priorities: Build a foundation of reading and math, Connect high school to career and college - ESF Levers: Lever 1: Strong School Leadership and Planning, Lever 3: Positive School Culture, Lever 4: High-Quality Curriculum, Lever 5: Effective Instruction Problem Statements: Demographics 2 - Curriculum, Instruction, and Assessment 1 Funding Sources: - District Budget		Formative			Summative
		Nov	Jan	Mar	June
					
Strategy 9 Details		Reviews			
Strategy 9: Offer additional student certification opportunities (Vet Med, Welding, Pharm. Tech, EKG, ICEV) Strategy's Expected Result/Impact: Increase in students electing to take courses with certification opportunities. Improved student success, graduation rates, and college and career ready graduates Monitor: Principal, Counselors TEA Priorities: Connect high school to career and college - ESF Levers: Lever 1: Strong School Leadership and Planning, Lever 2: Effective, Well-Supported Teachers, Lever 3: Positive School Culture, Lever 4: High-Quality Curriculum, Lever 5: Effective Instruction Problem Statements: Demographics 2 - Curriculum, Instruction, and Assessment 1 Funding Sources: - District Budget		Formative			Summative
		Nov	Jan	Mar	June
					

Strategy 10 Details	Reviews			
Strategy 10: Maintain Dual credit offering based on student's needs. Strategy's Expected Result/Impact: Increase in number of students enrolled in dual credit courses. Improved student success, graduation rates, and college and career ready graduates Monitor: Counselors TEA Priorities: Build a foundation of reading and math, Connect high school to career and college - ESF Levers: Lever 1: Strong School Leadership and Planning, Lever 2: Effective, Well-Supported Teachers, Lever 3: Positive School Culture, Lever 4: High-Quality Curriculum, Lever 5: Effective Instruction Problem Statements: Demographics 2 - Curriculum, Instruction, and Assessment 1 Funding Sources: - District Budget	Formative			Summative
	Nov	Jan	Mar	June
				
Strategy 11 Details	Reviews			
Strategy 11: Maintain current AP class offerings. Strategy's Expected Result/Impact: Increase in number of students in AP classes. Improved student success, graduation rates, and college and career ready graduates Monitor: Counselors TEA Priorities: Build a foundation of reading and math, Connect high school to career and college - ESF Levers: Lever 1: Strong School Leadership and Planning, Lever 2: Effective, Well-Supported Teachers, Lever 3: Positive School Culture, Lever 4: High-Quality Curriculum, Lever 5: Effective Instruction Problem Statements: Demographics 2 - Student Achievement 2, 3 - Curriculum, Instruction, and Assessment 1 Funding Sources: - District Budget	Formative			Summative
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Strategy 12 Details	Reviews			
Strategy 12: EOC after school remediation Strategy's Expected Result/Impact: Improved EOC scores. Improved student success, graduation rates, and college and career ready graduates Monitor: Principal, Counselors TEA Priorities: Build a foundation of reading and math - ESF Levers: Lever 1: Strong School Leadership and Planning, Lever 2: Effective, Well-Supported Teachers, Lever 3: Positive School Culture, Lever 4: High-Quality Curriculum, Lever 5: Effective Instruction Problem Statements: Demographics 2 - Student Achievement 1, 2, 3 - Curriculum, Instruction, and Assessment 1 Funding Sources: - District Budget	Formative			Summative
	Nov	Jan	Mar	June
				
Strategy 13 Details	Reviews			
Strategy 13: Monitor all student's grades, attendance, EOC scores, CTE certifications, and PSAT/TSI/SAT/ACT/ASVAB scores Strategy's Expected Result/Impact: Improved student success, graduation rates, and college and career ready graduates Monitor: Teachers, Principal, Assistant Principal, Counselors TEA Priorities: Recruit, support, retain teachers and principals, Build a foundation of reading and math, Connect high school to career and college - ESF Levers: Lever 1: Strong School Leadership and Planning, Lever 2: Effective, Well-Supported Teachers, Lever 3: Positive School Culture, Lever 4: High-Quality Curriculum, Lever 5: Effective Instruction Problem Statements: Demographics 1, 2 - Student Achievement 1, 2, 3 - School Culture and Climate 1 - Staff Quality, Recruitment, and Retention 1, 2 - Curriculum, Instruction, and Assessment 1 - Parent and Community Engagement 1 - School Context and Organization 1 - Technology 1 Funding Sources: - District Budget	Formative			Summative
	Nov	Jan	Mar	June
				
<div>  No Progress  Accomplished  Continue/Modify  Discontinue </div>				









Performance Objective 3 Problem Statements:

Demographics
Problem Statement 1: Improve student attendance rates to 96.2% Root Cause: Utilize the Capturing Kid's Hearts training to improve improved student- educator relationship building.
Problem Statement 2: Improve student graduation and mobility rates. Root Cause: Utilize the Capturing Kid's Hearts training to improve improved student- educator relationship building.
Student Achievement
Problem Statement 1: Maintain RTI Programs for all Students Root Cause: Improve academic performance of all students
Problem Statement 2: Improve STAAR performance in ELA/Reading.
Problem Statement 3: Improve STAAR performance in Math.
School Culture and Climate
Problem Statement 1: Students and teachers feel safe at school. Root Cause: Nationwide increase in school safety issues.
Staff Quality, Recruitment, and Retention
Problem Statement 1: Increase the number of ESL certified teachers. Root Cause: District demographic changes have created the need.
Problem Statement 2: Recruit and retain teachers in high need areas Root Cause: Texas teacher shortages have created the need.
Curriculum, Instruction, and Assessment
Problem Statement 1: Improve student performance and progress measures.
Parent and Community Engagement
Problem Statement 1: Improve school to home communication. Root Cause: Continue to expand communication methods and continue to build family and community relationships.
School Context and Organization
Problem Statement 1: Improve safety for all students and teachers. Root Cause: Nationwide increase in school safety issues.
Technology
Problem Statement 1: Improve technology integration within quality instruction. Root Cause: Ensure that all teachers are fully trained and that all THS technology is being utilized.

Goal 2: Prepare students for a productive future by providing instructional programs relevant to their needs, interest, aptitudes and societal trends. (Correlates with School Board Goal 1)

Performance Objective 4: Increase the number of students participating in UIL Academics.

Summative Evaluation: Significant progress made toward meeting Objective

Strategy 1 Details	Reviews			
Strategy 1: Increase number of student participants in Extra/Co Curricular involvement: UIL, etc. and hold a UIL academics assembly. Strategy's Expected Result/Impact: Improved student success, graduation rates, and college and career ready graduates Monitor: Principal, Asst. Principal, UIL Coordinator TEA Priorities: Build a foundation of reading and math, Connect high school to career and college - ESF Levers: Lever 1: Strong School Leadership and Planning, Lever 2: Effective, Well-Supported Teachers, Lever 3: Positive School Culture, Lever 4: High-Quality Curriculum, Lever 5: Effective Instruction Problem Statements: Demographics 2 - Student Achievement 2, 3 - Curriculum, Instruction, and Assessment 1 Funding Sources: - District Budget	Formative			Summative
	Nov	Jan	Mar	June
				
<div> No Progress</div> <div> Accomplished</div> <div> Continue/Modify</div> <div> Discontinue</div>				









Performance Objective 4 Problem Statements:









Demographics
Problem Statement 2: Improve student graduation and mobility rates. Root Cause: Utilize the Capturing Kid's Hearts training to improve improved student- educator relationship building.
Student Achievement
Problem Statement 2: Improve STAAR performance in ELA/Reading. Problem Statement 3: Improve STAAR performance in Math.
Curriculum, Instruction, and Assessment
Problem Statement 1: Improve student performance and progress measures.









Goal 3: Prepare all instructional staff to effectively educate all students through the use of best practices and research based strategies to improve student achievement. (Correlates with School Board Goal 1, Goal 2)









Performance Objective 1: To increase student academic performance

Summative Evaluation: Met Objective

Strategy 1 Details	Reviews			
Strategy 1: Provide incentive for students based on attendance, discipline, and grades Strategy's Expected Result/Impact: Increase in student attendance, improved student success, graduation rates, and college and career ready graduates Monitor: Principal, Assistant Principal TEA Priorities: Recruit, support, retain teachers and principals, Build a foundation of reading and math, Connect high school to career and college, Improve low-performing schools - ESF Levers: Lever 1: Strong School Leadership and Planning, Lever 2: Effective, Well-Supported Teachers, Lever 3: Positive School Culture, Lever 4: High-Quality Curriculum, Lever 5: Effective Instruction Problem Statements: Demographics 1, 2 - Student Achievement 2, 3 - Curriculum, Instruction, and Assessment 1 Funding Sources: - District Budget	Formative			Summative
	Nov	Jan	Mar	June
				
Strategy 2 Details	Reviews			
Strategy 2: Continued focus from Attendance Office, contacting parents when students are absent, and monitoring student attendance Strategy's Expected Result/Impact: Increase in attendance, fewer truancy filings, improved student success, graduation rates, and college and career ready graduates Monitor: Assistant Principal TEA Priorities: Recruit, support, retain teachers and principals, Build a foundation of reading and math, Connect high school to career and college - ESF Levers: Lever 1: Strong School Leadership and Planning, Lever 2: Effective, Well-Supported Teachers, Lever 3: Positive School Culture, Lever 4: High-Quality Curriculum, Lever 5: Effective Instruction Problem Statements: Demographics 1, 2 - Student Achievement 2, 3 - Curriculum, Instruction, and Assessment 1 - Parent and Community Engagement 1 Funding Sources: - District Budget	Formative			Summative
	Nov	Jan	Mar	June
				

Strategy 3 Details		Reviews			
Strategy 3: Promote college readiness by offering SAT/ACT prep and bootcamp, and posting student college acceptances Strategy's Expected Result/Impact: Increase in students attending post secondary institutions, improved student success, graduation rates, and college and career ready graduates Monitor: Counselors TEA Priorities: Recruit, support, retain teachers and principals, Build a foundation of reading and math, Connect high school to career and college - ESF Levers: Lever 1: Strong School Leadership and Planning, Lever 2: Effective, Well-Supported Teachers, Lever 3: Positive School Culture, Lever 4: High-Quality Curriculum, Lever 5: Effective Instruction Problem Statements: Demographics 2 - Curriculum, Instruction, and Assessment 1 Funding Sources: - District Budget		Formative			Summative
		Nov	Jan	Mar	June
					
Strategy 4 Details		Reviews			
Strategy 4: Provide frequent incentives for teachers attendance (gift cards, drawings, off period, etc) Strategy's Expected Result/Impact: Decrease in teacher work time lost, improved student success, graduation rates, and college and career ready graduates Monitor: Principal, Assistant Principal TEA Priorities: Recruit, support, retain teachers and principals, Build a foundation of reading and math, Connect high school to career and college - ESF Levers: Lever 1: Strong School Leadership and Planning, Lever 2: Effective, Well-Supported Teachers, Lever 3: Positive School Culture, Lever 4: High-Quality Curriculum, Lever 5: Effective Instruction Problem Statements: Staff Quality, Recruitment, and Retention 2 Funding Sources: - District Budget		Formative			Summative
		Nov	Jan	Mar	June
					

Strategy 5 Details	Reviews			
Strategy 5: Foster sight based decision making/planning in all organizational management activities Strategy's Expected Result/Impact: Campus involvement in budget, professional development, and instructional planning through sight based teams. Improved culture and climate Monitor: Principal TEA Priorities: Recruit, support, retain teachers and principals - ESF Levers: Lever 1: Strong School Leadership and Planning, Lever 2: Effective, Well-Supported Teachers, Lever 3: Positive School Culture Problem Statements: Demographics 1, 2 - Student Achievement 1, 2, 3 - School Culture and Climate 1 - Staff Quality, Recruitment, and Retention 1, 2 - Curriculum, Instruction, and Assessment 1 - Parent and Community Engagement 1 - School Context and Organization 1 - Technology 1 Funding Sources: - District Budget	Formative			Summative
	Nov	Jan	Mar	June
				
Strategy 6 Details	Reviews			
Strategy 6: Offer student exam exemptions based on attendance. Strategy's Expected Result/Impact: Increase in student attendance and grades, reduce discipline referrals, improved student success, graduation rates, and college and career ready graduates Monitor: Asst. Principal TEA Priorities: Recruit, support, retain teachers and principals, Build a foundation of reading and math, Connect high school to career and college - ESF Levers: Lever 1: Strong School Leadership and Planning, Lever 2: Effective, Well-Supported Teachers, Lever 3: Positive School Culture, Lever 4: High-Quality Curriculum, Lever 5: Effective Instruction Problem Statements: Demographics 1, 2 - Student Achievement 2, 3 - Curriculum, Instruction, and Assessment 1 Funding Sources: - District Budget	Formative			Summative
	Nov	Jan	Mar	June
				

Strategy 7 Details	Reviews			
Strategy 7: Provide professional Development opportunities for all staff. Strategy's Expected Result/Impact: Improved student success, graduation rates, and college and career ready graduates Monitor: Principal TEA Priorities: Recruit, support, retain teachers and principals, Build a foundation of reading and math, Connect high school to career and college - ESF Levers: Lever 1: Strong School Leadership and Planning, Lever 2: Effective, Well-Supported Teachers, Lever 3: Positive School Culture, Lever 4: High-Quality Curriculum, Lever 5: Effective Instruction Problem Statements: Demographics 1, 2 - Student Achievement 1, 2, 3 - School Culture and Climate 1 - Staff Quality, Recruitment, and Retention 1, 2 - Parent and Community Engagement 1 - School Context and Organization 1 - Technology 1 Funding Sources: - District Budget	Formative			Summative
	Nov	Jan	Mar	June
				
 No Progress  Accomplished  Continue/Modify  Discontinue				

Performance Objective 1 Problem Statements:

Demographics
Problem Statement 1: Improve student attendance rates to 96.2% Root Cause: Utilize the Capturing Kid's Hearts training to improve improved student- educator relationship building.
Problem Statement 2: Improve student graduation and mobility rates. Root Cause: Utilize the Capturing Kid's Hearts training to improve improved student- educator relationship building.
Student Achievement
Problem Statement 1: Maintain RTI Programs for all Students Root Cause: Improve academic performance of all students
Problem Statement 2: Improve STAAR performance in ELA/Reading.
Problem Statement 3: Improve STAAR performance in Math.
School Culture and Climate
Problem Statement 1: Students and teachers feel safe at school. Root Cause: Nationwide increase in school safety issues.
Staff Quality, Recruitment, and Retention
Problem Statement 1: Increase the number of ESL certified teachers. Root Cause: District demographic changes have created the need.
Problem Statement 2: Recruit and retain teachers in high need areas Root Cause: Texas teacher shortages have created the need.





Curriculum, Instruction, and Assessment
Problem Statement 1: Improve student performance and progress measures.
Parent and Community Engagement
Problem Statement 1: Improve school to home communication. Root Cause: Continue to expand communication methods and continue to build family and community relationships.
School Context and Organization
Problem Statement 1: Improve safety for all students and teachers. Root Cause: Nationwide increase in school safety issues.
Technology
Problem Statement 1: Improve technology integration within quality instruction. Root Cause: Ensure that all teachers are fully trained and that all THS technology is being utilized.













Goal 3: Prepare all instructional staff to effectively educate all students through the use of best practices and research based strategies to improve student achievement. (Correlates with School Board Goal 1, Goal 2)

Performance Objective 2: All professional and paraprofessional personnel will meet the definition of high quality by being SBEC certified or certified by the TISD District of Innovation guidelines.

Evaluation Data Sources: Human Resources Reports

Summative Evaluation: Significant progress made toward meeting Objective

Strategy 1 Details	Reviews			
Strategy 1: Principal will continue to hire high quality teachers and staff. Strategy's Expected Result/Impact: Improved student success, graduation rates, and college and career ready graduates Monitor: Principal TEA Priorities: Recruit, support, retain teachers and principals, Build a foundation of reading and math, Connect high school to career and college - ESF Levers: Lever 1: Strong School Leadership and Planning, Lever 2: Effective, Well-Supported Teachers, Lever 3: Positive School Culture, Lever 4: High-Quality Curriculum, Lever 5: Effective Instruction Problem Statements: Student Achievement 2, 3 - Staff Quality, Recruitment, and Retention 2 - Curriculum, Instruction, and Assessment 1 Funding Sources: - District Budget	Formative			Summative
	Nov	Jan	Mar	June
				

Strategy 2 Details	Reviews			
Strategy 2: All teachers will continue to utilize common planning periods. Strategy's Expected Result/Impact: Improved student success, graduation rates, college and career ready graduates, and hiring of high quality staff Monitor: Principal, Assistant Principal, Department Leaders TEA Priorities: Recruit, support, retain teachers and principals, Build a foundation of reading and math, Connect high school to career and college - ESF Levers: Lever 1: Strong School Leadership and Planning, Lever 2: Effective, Well-Supported Teachers, Lever 3: Positive School Culture, Lever 4: High-Quality Curriculum, Lever 5: Effective Instruction Problem Statements: Demographics 1, 2 - Student Achievement 1, 2, 3 - Staff Quality, Recruitment, and Retention 1, 2 - Curriculum, Instruction, and Assessment 1 - Parent and Community Engagement 1 - Technology 1 Funding Sources: - District Budget	Formative			Summative
	Nov	Jan	Mar	June
				
Strategy 3 Details	Reviews			
Strategy 3: All staff will be trained in Capturing Kid's Hearts. Strategy's Expected Result/Impact: Improved student success, graduation rates, college and career ready graduates, and retention of high quality staff Monitor: Principal, Assistant Principal, Department Leaders TEA Priorities: Recruit, support, retain teachers and principals, Build a foundation of reading and math, Connect high school to career and college - ESF Levers: Lever 1: Strong School Leadership and Planning, Lever 2: Effective, Well-Supported Teachers, Lever 3: Positive School Culture Problem Statements: Demographics 1, 2 - Student Achievement 2, 3 - School Culture and Climate 1 - Staff Quality, Recruitment, and Retention 2 - Curriculum, Instruction, and Assessment 1 - School Context and Organization 1 Funding Sources: - District Budget	Formative			Summative
	Nov	Jan	Mar	June
				
 No Progress  Accomplished  Continue/Modify  Discontinue				





Performance Objective 2 Problem Statements:









Demographics
Problem Statement 1: Improve student attendance rates to 96.2% Root Cause: Utilize the Capturing Kid's Hearts training to improve improved student- educator relationship building.
Problem Statement 2: Improve student graduation and mobility rates. Root Cause: Utilize the Capturing Kid's Hearts training to improve improved student- educator relationship building.
Student Achievement
Problem Statement 1: Maintain RTI Programs for all Students Root Cause: Improve academic performance of all students
Problem Statement 2: Improve STAAR performance in ELA/Reading.
Problem Statement 3: Improve STAAR performance in Math.
School Culture and Climate
Problem Statement 1: Students and teachers feel safe at school. Root Cause: Nationwide increase in school safety issues.
Staff Quality, Recruitment, and Retention
Problem Statement 1: Increase the number of ESL certified teachers. Root Cause: District demographic changes have created the need.
Problem Statement 2: Recruit and retain teachers in high need areas Root Cause: Texas teacher shortages have created the need.
Curriculum, Instruction, and Assessment
Problem Statement 1: Improve student performance and progress measures.
Parent and Community Engagement
Problem Statement 1: Improve school to home communication. Root Cause: Continue to expand communication methods and continue to build family and community relationships.
School Context and Organization
Problem Statement 1: Improve safety for all students and teachers. Root Cause: Nationwide increase in school safety issues.
Technology
Problem Statement 1: Improve technology integration within quality instruction. Root Cause: Ensure that all teachers are fully trained and that all THS technology is being utilized.






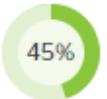
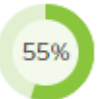

Goal 3: Prepare all instructional staff to effectively educate all students through the use of best practices and research based strategies to improve student achievement. (Correlates with School Board Goal 1, Goal 2)









Performance Objective 3: Implement and use technology to increase the effectiveness of student learning, instructional management, staff development, and administration.

Summative Evaluation: Significant progress made toward meeting Objective

Strategy 1 Details	Reviews			
	Formative			Summative
	Nov	Jan	Mar	June
<p>Strategy 1: Teachers will participate in professional development through online, distance learning, webinars, and face to face for horizontal alignment of TEKS in each core subject, new STAAR EOC training, and integrating curriculum and technology.</p> <p>Strategy's Expected Result/Impact: TEKS Curriculum use with fidelity, 100 % participation in lesson plans, improved student success, graduation rates, and college and career ready graduates</p> <p>Monitor: Principal, Department Leaders, Teachers, Tech Instructional Specialists</p> <p>TEA Priorities: Recruit, support, retain teachers and principals, Build a foundation of reading and math, Connect high school to career and college</p> <p>- ESF Levers: Lever 1: Strong School Leadership and Planning, Lever 2: Effective, Well-Supported Teachers, Lever 3: Positive School Culture, Lever 4: High-Quality Curriculum, Lever 5: Effective Instruction</p> <p>Problem Statements: Demographics 2 - Student Achievement 2, 3 - Staff Quality, Recruitment, and Retention 1, 2 - Curriculum, Instruction, and Assessment 1 - Technology 1</p> <p>Funding Sources: - District Budget</p>				

Strategy 2 Details		Reviews			
Strategy 2: Teachers will integrate technology into their classroom instruction and encourage students to use technology as part of a classroom assignment. Strategy's Expected Result/Impact: Relevant quality instruction provided to students, improved student success, graduation rates, and college and career ready graduates Monitor: Teachers, Campus Technology Coordinator, Tech Instructional Specialists TEA Priorities: Recruit, support, retain teachers and principals, Build a foundation of reading and math, Connect high school to career and college - ESF Levers: Lever 1: Strong School Leadership and Planning, Lever 2: Effective, Well-Supported Teachers, Lever 3: Positive School Culture, Lever 4: High-Quality Curriculum, Lever 5: Effective Instruction Problem Statements: Demographics 1, 2 - Student Achievement 1, 2, 3 - Staff Quality, Recruitment, and Retention 2 - Curriculum, Instruction, and Assessment 1 - Technology 1 Funding Sources: - District Budget		Formative			Summative
		Nov	Jan	Mar	June
					
Strategy 3 Details		Reviews			
Strategy 3: Replace all teacher computers on a rotating basis. Strategy's Expected Result/Impact: Increased access to instructional resources. Improved student success, graduation rates, and college and career ready graduates Monitor: Principal, Technology Director, Tech Instructional Specialists TEA Priorities: Recruit, support, retain teachers and principals, Build a foundation of reading and math, Connect high school to career and college - ESF Levers: Lever 1: Strong School Leadership and Planning, Lever 2: Effective, Well-Supported Teachers, Lever 3: Positive School Culture, Lever 4: High-Quality Curriculum, Lever 5: Effective Instruction Problem Statements: Demographics 2 - Student Achievement 2, 3 - Staff Quality, Recruitment, and Retention 2 - Curriculum, Instruction, and Assessment 1 - Technology 1 Funding Sources: - District Budget, - Perkins		Formative			Summative
		Nov	Jan	Mar	June
					

Strategy 4 Details	Reviews			
Strategy 4: Provide iPads for Instructional Staff on as needed basis. Strategy's Expected Result/Impact: Increased access to instructional resources. Improved student success, graduation rates, and college and career ready graduates Monitor: Principal, Technology Director, Tech Instructional Specialists TEA Priorities: Recruit, support, retain teachers and principals, Build a foundation of reading and math, Connect high school to career and college - ESF Levers: Lever 1: Strong School Leadership and Planning, Lever 2: Effective, Well-Supported Teachers, Lever 3: Positive School Culture, Lever 4: High-Quality Curriculum, Lever 5: Effective Instruction Problem Statements: Demographics 2 - Student Achievement 1, 2, 3 - Staff Quality, Recruitment, and Retention 1, 2 - Curriculum, Instruction, and Assessment 1 - Parent and Community Engagement 1 - Technology 1 Funding Sources: - District Budget, - Perkins	Formative			Summative
	Nov	Jan	Mar	June
				
Strategy 5 Details	Reviews			
Strategy 5: Teachers and students will use Schmoop to improve college essays, exam scores, and improve college readiness Strategy's Expected Result/Impact: Increased access to instructional resources. Improved student success, graduation rates, and college and career ready graduates Monitor: Principal, Counselors, Teachers, Librarian, Tech Instructional Specialists TEA Priorities: Recruit, support, retain teachers and principals, Build a foundation of reading and math, Connect high school to career and college - ESF Levers: Lever 1: Strong School Leadership and Planning, Lever 2: Effective, Well-Supported Teachers, Lever 3: Positive School Culture, Lever 4: High-Quality Curriculum, Lever 5: Effective Instruction Problem Statements: Demographics 2 - Student Achievement 2, 3 - Staff Quality, Recruitment, and Retention 2 - Curriculum, Instruction, and Assessment 1 - Technology 1 Funding Sources: - District Budget	Formative			Summative
	Nov	Jan	Mar	June
				

Strategy 6 Details	Reviews			
Strategy 6: Provide additional student Chromebooks. Strategy's Expected Result/Impact: Increased access to instructional resources. Improved student success, graduation rates, and college and career ready graduates Monitor: Principal, Tech Instructional Specialist, Teachers TEA Priorities: Recruit, support, retain teachers and principals, Build a foundation of reading and math, Connect high school to career and college - ESF Levers: Lever 1: Strong School Leadership and Planning, Lever 2: Effective, Well-Supported Teachers, Lever 3: Positive School Culture, Lever 4: High-Quality Curriculum Problem Statements: Demographics 2 - Student Achievement 1, 2, 3 - Curriculum, Instruction, and Assessment 1 - Technology 1 Funding Sources: - District Budget	Formative			Summative
	Nov	Jan	Mar	June
				
 No Progress  Accomplished  Continue/Modify  Discontinue				

Performance Objective 3 Problem Statements:





Demographics
Problem Statement 1: Improve student attendance rates to 96.2% Root Cause: Utilize the Capturing Kid's Hearts training to improve improved student- educator relationship building.
Problem Statement 2: Improve student graduation and mobility rates. Root Cause: Utilize the Capturing Kid's Hearts training to improve improved student- educator relationship building.
Student Achievement
Problem Statement 1: Maintain RTI Programs for all Students Root Cause: Improve academic performance of all students
Problem Statement 2: Improve STAAR performance in ELA/Reading.
Problem Statement 3: Improve STAAR performance in Math.
Staff Quality, Recruitment, and Retention
Problem Statement 1: Increase the number of ESL certified teachers. Root Cause: District demographic changes have created the need.
Problem Statement 2: Recruit and retain teachers in high need areas Root Cause: Texas teacher shortages have created the need.
Curriculum, Instruction, and Assessment
Problem Statement 1: Improve student performance and progress measures.






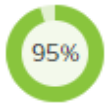


Parent and Community Engagement
Problem Statement 1: Improve school to home communication. Root Cause: Continue to expand communication methods and continue to build family and community relationships.
Technology
Problem Statement 1: Improve technology integration within quality instruction. Root Cause: Ensure that all teachers are fully trained and that all THS technology is being utilized.

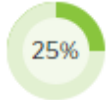







Goal 4: Encourage and assist all parents to be active partners in the education of their children beginning in Pre-K/K through 12th grade and expand opportunities for parental and community input. (Correlates with School Board Goal 3)

Performance Objective 1: Maintain and increase opportunities for open communication, significant discourse between families/community/school.

Summative Evaluation: Met Objective

Strategy 1 Details	Reviews			
Strategy 1: Information will be made available for students and parents regarding EOC requirements. Strategy's Expected Result/Impact: Increased parent engagement, improved student success, graduation rates, and college and career ready graduates Monitor: Counseling Department TEA Priorities: Recruit, support, retain teachers and principals, Build a foundation of reading and math, Connect high school to career and college - ESF Levers: Lever 1: Strong School Leadership and Planning, Lever 2: Effective, Well-Supported Teachers, Lever 3: Positive School Culture, Lever 4: High-Quality Curriculum, Lever 5: Effective Instruction Problem Statements: Demographics 1, 2 - Student Achievement 1, 2, 3 - Staff Quality, Recruitment, and Retention 2 - Curriculum, Instruction, and Assessment 1 - Parent and Community Engagement 1 Funding Sources: - District Budget	Formative			Summative
	Nov	Jan	Mar	June
				

Strategy 2 Details	Reviews			
Strategy 2: Utilize various technological media to disseminate information to all stakeholders. Strategy's Expected Result/Impact: Increased parent engagement, improved student success, graduation rates, and college and career ready graduates Monitor: Central Office, Principal TEA Priorities: Recruit, support, retain teachers and principals, Build a foundation of reading and math, Connect high school to career and college - ESF Levers: Lever 1: Strong School Leadership and Planning, Lever 2: Effective, Well-Supported Teachers, Lever 3: Positive School Culture, Lever 4: High-Quality Curriculum, Lever 5: Effective Instruction Problem Statements: Demographics 1, 2 - Student Achievement 1, 2, 3 - School Culture and Climate 1 - Staff Quality, Recruitment, and Retention 1, 2 - Curriculum, Instruction, and Assessment 1 - Parent and Community Engagement 1 - School Context and Organization 1 - Technology 1 Funding Sources: - District Budget	Formative			Summative
	Nov	Jan	Mar	June
				
Strategy 3 Details	Reviews			
Strategy 3: Schedule various parent nights for information presentations on graduation requirements, extra curricular events and school happenings. Strategy's Expected Result/Impact: Increased parent engagement, improved student success, graduation rates, and college and career ready graduates Monitor: Principal & Staff TEA Priorities: Recruit, support, retain teachers and principals, Build a foundation of reading and math, Connect high school to career and college - ESF Levers: Lever 1: Strong School Leadership and Planning, Lever 2: Effective, Well-Supported Teachers, Lever 3: Positive School Culture, Lever 4: High-Quality Curriculum, Lever 5: Effective Instruction Problem Statements: Demographics 1, 2 - Student Achievement 1, 2, 3 - School Culture and Climate 1 - Staff Quality, Recruitment, and Retention 1, 2 - Curriculum, Instruction, and Assessment 1 - Parent and Community Engagement 1 - School Context and Organization 1 - Technology 1 Funding Sources: - District Budget	Formative			Summative
	Nov	Jan	Mar	June
				

Strategy 4 Details	Reviews			
Strategy 4: Provide additional information concerning AP vs dual credit classes Strategy's Expected Result/Impact: Increased parent engagement, improved student success, graduation rates, and college and career ready graduates Monitor: Principal, Counselors TEA Priorities: Recruit, support, retain teachers and principals, Build a foundation of reading and math, Connect high school to career and college - ESF Levers: Lever 1: Strong School Leadership and Planning, Lever 2: Effective, Well-Supported Teachers, Lever 3: Positive School Culture, Lever 4: High-Quality Curriculum, Lever 5: Effective Instruction Problem Statements: Demographics 2 - Student Achievement 2, 3 - Staff Quality, Recruitment, and Retention 2 - Curriculum, Instruction, and Assessment 1 - Technology 1 Funding Sources: - District Budget	Formative			Summative
	Nov	Jan	Mar	June
				
 No Progress  Accomplished  Continue/Modify  Discontinue				

Performance Objective 1 Problem Statements:





Demographics
Problem Statement 1: Improve student attendance rates to 96.2% Root Cause: Utilize the Capturing Kid's Hearts training to improve improved student- educator relationship building.
Problem Statement 2: Improve student graduation and mobility rates. Root Cause: Utilize the Capturing Kid's Hearts training to improve improved student- educator relationship building.
Student Achievement
Problem Statement 1: Maintain RTI Programs for all Students Root Cause: Improve academic performance of all students
Problem Statement 2: Improve STAAR performance in ELA/Reading.
Problem Statement 3: Improve STAAR performance in Math.
School Culture and Climate
Problem Statement 1: Students and teachers feel safe at school. Root Cause: Nationwide increase in school safety issues.
Staff Quality, Recruitment, and Retention
Problem Statement 1: Increase the number of ESL certified teachers. Root Cause: District demographic changes have created the need.
Problem Statement 2: Recruit and retain teachers in high need areas Root Cause: Texas teacher shortages have created the need.









Curriculum, Instruction, and Assessment
Problem Statement 1: Improve student performance and progress measures.
Parent and Community Engagement
Problem Statement 1: Improve school to home communication. Root Cause: Continue to expand communication methods and continue to build family and community relationships.
School Context and Organization
Problem Statement 1: Improve safety for all students and teachers. Root Cause: Nationwide increase in school safety issues.
Technology
Problem Statement 1: Improve technology integration within quality instruction. Root Cause: Ensure that all teachers are fully trained and that all THS technology is being utilized.

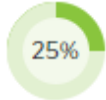











Goal 4: Encourage and assist all parents to be active partners in the education of their children beginning in Pre-K/K through 12th grade and expand opportunities for parental and community input. (Correlates with School Board Goal 3)

Performance Objective 2: Increase access to helpful information regarding healthy family/school relationships.

Summative Evaluation: Met Objective

Strategy 1 Details	Reviews			
Strategy 1: Implement the use of a faculty liaison to strengthen the relationship between the school and the community. Strategy's Expected Result/Impact: Increased parent support and engagement, increased parent engagement, improved student success, graduation rates, and college and career ready graduates Monitor: L. Williams TEA Priorities: Recruit, support, retain teachers and principals, Build a foundation of reading and math, Connect high school to career and college - ESF Levers: Lever 1: Strong School Leadership and Planning, Lever 2: Effective, Well-Supported Teachers, Lever 3: Positive School Culture, Lever 4: High-Quality Curriculum, Lever 5: Effective Instruction Problem Statements: Demographics 1, 2 - Student Achievement 1, 2, 3 - School Culture and Climate 1 - Staff Quality, Recruitment, and Retention 1, 2 - Curriculum, Instruction, and Assessment 1 - Parent and Community Engagement 1 - School Context and Organization 1 - Technology 1 Funding Sources: - District Budget	Formative			Summative
	Nov	Jan	Mar	June
				

Strategy 2 Details	Reviews			
Strategy 2: Utilize the activity calendar on THS website that parents can access in advance Strategy's Expected Result/Impact: Information getting to parents in timely manner and increase parent support and engagement, improved student success, graduation rates, and college and career ready graduates Monitor: Principal, C. Sanford TEA Priorities: Recruit, support, retain teachers and principals, Build a foundation of reading and math, Connect high school to career and college - ESF Levers: Lever 1: Strong School Leadership and Planning, Lever 2: Effective, Well-Supported Teachers, Lever 3: Positive School Culture, Lever 4: High-Quality Curriculum, Lever 5: Effective Instruction Problem Statements: Demographics 1, 2 - Student Achievement 1, 2, 3 - School Culture and Climate 1 - Staff Quality, Recruitment, and Retention 1, 2 - Curriculum, Instruction, and Assessment 1 - Parent and Community Engagement 1 - School Context and Organization 1 - Technology 1 Funding Sources: - District Budget	Formative			Summative
	Nov	Jan	Mar	June
				
Strategy 3 Details	Reviews			
Strategy 3: Implement parent notifications through class email lists when Seniors are registering as a group for Lone Star Strategy's Expected Result/Impact: Information getting to parents and increase parent support and engagement, improved student success, graduation rates, and college and career ready graduates Monitor: Principal, Counselor TEA Priorities: Recruit, support, retain teachers and principals, Build a foundation of reading and math, Connect high school to career and college - ESF Levers: Lever 1: Strong School Leadership and Planning, Lever 2: Effective, Well-Supported Teachers, Lever 3: Positive School Culture, Lever 4: High-Quality Curriculum, Lever 5: Effective Instruction Problem Statements: Demographics 1, 2 - Student Achievement 1, 2, 3 - School Culture and Climate 1 - Staff Quality, Recruitment, and Retention 1, 2 - Curriculum, Instruction, and Assessment 1 - Parent and Community Engagement 1 - School Context and Organization 1 - Technology 1 Funding Sources: - District Budget	Formative			Summative
	Nov	Jan	Mar	June
				

Strategy 4 Details		Reviews			
Strategy 4: Annually provide the online Course Selection Guide and Facebook prior to student course selection Strategy's Expected Result/Impact: Information getting to parents and increase parent support and engagement, improved student success, graduation rates, and college and career ready graduates Monitor: Principal, Counselor TEA Priorities: Recruit, support, retain teachers and principals, Build a foundation of reading and math, Connect high school to career and college - ESF Levers: Lever 1: Strong School Leadership and Planning, Lever 2: Effective, Well-Supported Teachers, Lever 3: Positive School Culture, Lever 4: High-Quality Curriculum, Lever 5: Effective Instruction Problem Statements: Demographics 1, 2 - Student Achievement 1, 2, 3 - Curriculum, Instruction, and Assessment 1 - Parent and Community Engagement 1 Funding Sources: - District Budget		Formative			Summative
		Nov	Jan	Mar	June
					
Strategy 5 Details		Reviews			
Strategy 5: Use Remind 101 to communicate with parents and staff. Strategy's Expected Result/Impact: Better communication with parents and increase parent support and engagement, improved student success, graduation rates, and college and career ready graduates Monitor: Principal, Asst. Principal TEA Priorities: Recruit, support, retain teachers and principals, Connect high school to career and college - ESF Levers: Lever 1: Strong School Leadership and Planning, Lever 2: Effective, Well-Supported Teachers, Lever 3: Positive School Culture, Lever 4: High-Quality Curriculum, Lever 5: Effective Instruction - Results Driven Accountability Problem Statements: Demographics 1, 2 - Student Achievement 1, 2, 3 - School Culture and Climate 1 - Staff Quality, Recruitment, and Retention 2 - Curriculum, Instruction, and Assessment 1 - Parent and Community Engagement 1 - School Context and Organization 1 Funding Sources: - District Budget		Formative			Summative
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Performance Objective 2 Problem Statements:





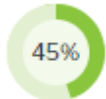



Demographics
Problem Statement 1: Improve student attendance rates to 96.2% Root Cause: Utilize the Capturing Kid's Hearts training to improve improved student- educator relationship building.
Problem Statement 2: Improve student graduation and mobility rates. Root Cause: Utilize the Capturing Kid's Hearts training to improve improved student- educator relationship building.
Student Achievement
Problem Statement 1: Maintain RTI Programs for all Students Root Cause: Improve academic performance of all students
Problem Statement 2: Improve STAAR performance in ELA/Reading.
Problem Statement 3: Improve STAAR performance in Math.
School Culture and Climate
Problem Statement 1: Students and teachers feel safe at school. Root Cause: Nationwide increase in school safety issues.
Staff Quality, Recruitment, and Retention
Problem Statement 1: Increase the number of ESL certified teachers. Root Cause: District demographic changes have created the need.
Problem Statement 2: Recruit and retain teachers in high need areas Root Cause: Texas teacher shortages have created the need.
Curriculum, Instruction, and Assessment
Problem Statement 1: Improve student performance and progress measures.
Parent and Community Engagement
Problem Statement 1: Improve school to home communication. Root Cause: Continue to expand communication methods and continue to build family and community relationships.
School Context and Organization
Problem Statement 1: Improve safety for all students and teachers. Root Cause: Nationwide increase in school safety issues.
Technology
Problem Statement 1: Improve technology integration within quality instruction. Root Cause: Ensure that all teachers are fully trained and that all THS technology is being utilized.







Goal 4: Encourage and assist all parents to be active partners in the education of their children beginning in Pre-K/K through 12th grade and expand opportunities for parental and community input. (Correlates with School Board Goal 3)

Performance Objective 3: Increase opportunities for parents to be active partners in student learning and meaningful decision-making in the education of their children.

Summative Evaluation: Significant progress made toward meeting Objective

Strategy 1 Details	Reviews			
Strategy 1: Provide outlets for parents to provide feedback Strategy's Expected Result/Impact: Increase in feedback obtained from parents of students and increase parent support and engagement Monitor: Principal, Assistant Principal, Counselors TEA Priorities: Recruit, support, retain teachers and principals - ESF Levers: Lever 1: Strong School Leadership and Planning, Lever 2: Effective, Well-Supported Teachers, Lever 3: Positive School Culture	Formative			Summative
	Nov	Jan	Mar	June
				
Strategy 2 Details	Reviews			
Strategy 2: The Longhorn Parent Support Group is utilized. Strategy's Expected Result/Impact: Increase parent involvement, support, and feedback. Monitor: Principal TEA Priorities: Recruit, support, retain teachers and principals, Build a foundation of reading and math, Connect high school to career and college - ESF Levers: Lever 1: Strong School Leadership and Planning, Lever 2: Effective, Well-Supported Teachers, Lever 3: Positive School Culture, Lever 4: High-Quality Curriculum, Lever 5: Effective Instruction Problem Statements: Demographics 1, 2 - Student Achievement 1, 2, 3 - School Culture and Climate 1 - Staff Quality, Recruitment, and Retention 2 - Curriculum, Instruction, and Assessment 1 - Parent and Community Engagement 1 - School Context and Organization 1 Funding Sources: - District Budget	Formative			Summative
	Nov	Jan	Mar	June
				

Strategy 3 Details	Reviews			
Strategy 3: Increase Extra/Co Curricular opportunities Strategy's Expected Result/Impact: Increased student involvement and extra curricular activities. Monitor: Principal TEA Priorities: Recruit, support, retain teachers and principals, Build a foundation of reading and math, Connect high school to career and college - ESF Levers: Lever 1: Strong School Leadership and Planning, Lever 2: Effective, Well-Supported Teachers, Lever 3: Positive School Culture, Lever 4: High-Quality Curriculum, Lever 5: Effective Instruction Problem Statements: Demographics 1, 2 - Student Achievement 1, 2, 3 - School Culture and Climate 1 - Staff Quality, Recruitment, and Retention 2 - Curriculum, Instruction, and Assessment 1 - Parent and Community Engagement 1 - School Context and Organization 1 - Technology 1 Funding Sources: - District Budget	Formative			Summative
	Nov	Jan	Mar	June
				
Strategy 4 Details	Reviews			
Strategy 4: Provide parents and students with logins to TxConnect. Strategy's Expected Result/Impact: Increase parent involvement, support, and feedback. Improved student grades. Monitor: Counselors, Librarian TEA Priorities: Recruit, support, retain teachers and principals, Build a foundation of reading and math, Connect high school to career and college - ESF Levers: Lever 1: Strong School Leadership and Planning, Lever 2: Effective, Well-Supported Teachers, Lever 3: Positive School Culture, Lever 4: High-Quality Curriculum, Lever 5: Effective Instruction Problem Statements: Demographics 1, 2 - Student Achievement 1, 2, 3 - Curriculum, Instruction, and Assessment 1 - Parent and Community Engagement 1 Funding Sources: - District Budget	Formative			Summative
	Nov	Jan	Mar	June
				

Strategy 5 Details		Reviews			
Strategy 5: Create a stakeholder feedback page on the campus website Strategy's Expected Result/Impact: Increased student involvement, support, and feedback. Monitor: Principal, Assistant Principal TEA Priorities: Recruit, support, retain teachers and principals, Build a foundation of reading and math, Connect high school to career and college - ESF Levers: Lever 1: Strong School Leadership and Planning, Lever 2: Effective, Well-Supported Teachers, Lever 3: Positive School Culture, Lever 4: High-Quality Curriculum, Lever 5: Effective Instruction Problem Statements: Demographics 1, 2 - School Culture and Climate 1 - Staff Quality, Recruitment, and Retention 2 - Parent and Community Engagement 1 - School Context and Organization 1 Funding Sources: - District Budget		Formative			Summative
		Nov	Jan	Mar	June
					
<div>  No Progress  Accomplished  Continue/Modify  Discontinue </div>					

Performance Objective 3 Problem Statements:

Demographics
Problem Statement 1: Improve student attendance rates to 96.2% Root Cause: Utilize the Capturing Kid's Hearts training to improve improved student- educator relationship building. Problem Statement 2: Improve student graduation and mobility rates. Root Cause: Utilize the Capturing Kid's Hearts training to improve improved student- educator relationship building.
Student Achievement
Problem Statement 1: Maintain RTI Programs for all Students Root Cause: Improve academic performance of all students Problem Statement 2: Improve STAAR performance in ELA/Reading. Problem Statement 3: Improve STAAR performance in Math.
School Culture and Climate
Problem Statement 1: Students and teachers feel safe at school. Root Cause: Nationwide increase in school safety issues.
Staff Quality, Recruitment, and Retention
Problem Statement 2: Recruit and retain teachers in high need areas Root Cause: Texas teacher shortages have created the need.
Curriculum, Instruction, and Assessment
Problem Statement 1: Improve student performance and progress measures.

Parent and Community Engagement

Problem Statement 1: Improve school to home communication. **Root Cause:** Continue to expand communication methods and continue to build family and community relationships.

School Context and Organization

Problem Statement 1: Improve safety for all students and teachers. **Root Cause:** Nationwide increase in school safety issues.

Technology

Problem Statement 1: Improve technology integration within quality instruction. **Root Cause:** Ensure that all teachers are fully trained and that all THS technology is being utilized.

RDA Strategies

Goal	Objective	Strategy	Description
4	2	5	Use Remind 101 to communicate with parents and staff.

2019-2020 Campus Improvement Team

Committee Role	Name	Position
Classroom Teacher	Jonathan Rogers	English Teacher
Classroom Teacher	Terri Audilet	English Teacher
Non-classroom Professional	Sandra Meekins	Counselor
Community Representative	Nicole Johnson	
Community Representative	Susan Rollins	
Business Representative	Mollie Lambert	
Business Representative	Brandi Stutts	
Parent	Dawn McLawchlin	
Parent	Michelle Conner	
Administrator	Lisa Stephens	Principal
Administrator	Aubrey Vaughan	Asst. Principal
Classroom Teacher	Earlene Papp	Special Education Teacher
Classroom Teacher	Robin Mills	Art Teacher
Classroom Teacher	Richard McCracken	Auto Teacher
Classroom Teacher	Rolando Leal	Spanish Teacher
Classroom Teacher	Roberta Lakavage	Drama Teacher
Classroom Teacher	David Labar	History Teacher
Classroom Teacher	Deanne Hare	Librarian
Paraprofessional	Kristin Fuller	Special Education Paraprofessional
Classroom Teacher	Julie Crane	Science Teacher
Classroom Teacher	Madison Brown	English Teacher
Non-classroom Professional	Tamara Abke	Counselor

Campus Funding Summary

District Budget					
Goal	Objective	Strategy	Resources Needed	Account Code	Amount
1	1	1			\$0.00
1	1	2			\$0.00
1	1	3			\$0.00
1	1	4			\$0.00
1	1	5			\$0.00
1	1	6			\$0.00
1	1	7			\$0.00
1	1	8			\$0.00
1	1	9			\$0.00
1	1	10			\$0.00
1	1	11			\$0.00
1	1	12			\$0.00
1	1	13			\$0.00
1	1	14			\$0.00
1	1	15			\$0.00
1	1	16			\$0.00
1	2	1			\$0.00
1	2	2			\$0.00
1	2	3			\$0.00
1	2	4			\$0.00
1	2	5			\$0.00
1	3	1			\$0.00
1	3	2			\$0.00
2	1	1			\$0.00
2	1	2			\$0.00
2	1	3			\$0.00

District Budget					
Goal	Objective	Strategy	Resources Needed	Account Code	Amount
2	1	4			\$0.00
2	1	5			\$0.00
2	2	1			\$0.00
2	2	2			\$0.00
2	2	3			\$0.00
2	2	4			\$0.00
2	2	5			\$0.00
2	3	1			\$0.00
2	3	2			\$0.00
2	3	4			\$0.00
2	3	5			\$0.00
2	3	6			\$0.00
2	3	7			\$0.00
2	3	8			\$0.00
2	3	9			\$0.00
2	3	10			\$0.00
2	3	11			\$0.00
2	3	12			\$0.00
2	3	13			\$0.00
2	4	1			\$0.00
3	1	1			\$0.00
3	1	2			\$0.00
3	1	3			\$0.00
3	1	4			\$0.00
3	1	5			\$0.00
3	1	6			\$0.00
3	1	7			\$0.00
3	2	1			\$0.00
3	2	2			\$0.00
3	2	3			\$0.00

District Budget					
Goal	Objective	Strategy	Resources Needed	Account Code	Amount
3	3	1			\$0.00
3	3	2			\$0.00
3	3	3			\$0.00
3	3	4			\$0.00
3	3	5			\$0.00
3	3	6			\$0.00
4	1	1			\$0.00
4	1	2			\$0.00
4	1	3			\$0.00
4	1	4			\$0.00
4	2	1			\$0.00
4	2	2			\$0.00
4	2	3			\$0.00
4	2	4			\$0.00
4	2	5			\$0.00
4	3	2			\$0.00
4	3	3			\$0.00
4	3	4			\$0.00
4	3	5			\$0.00
Sub-Total					\$0.00
Perkins					
Goal	Objective	Strategy	Resources Needed	Account Code	Amount
3	3	3			\$0.00
3	3	4			\$0.00
Sub-Total					\$0.00